

MULTIMEDIA



UNIVERSITY

STUDENT ID NO

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# MULTIMEDIA UNIVERSITY

## FINAL EXAMINATION

TRIMESTER 1, 2015/2016

**BMH2034 – MANAGING HUMAN RESOURCE**  
( All sections / Groups )

10 OCTOBER 2015  
2.30 p.m - 4.30 p.m  
( 2 Hours )

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### INSTRUCTIONS TO STUDENTS

1. This Question paper consists of THREE (3) pages with FIVE (5) Questions only.
2. Answer FOUR (4) Questions. All questions carry equal marks and the distribution of the marks for each question is given.
3. Please write your answers in the Answer Booklet provided.

**QUESTION 1**

- a) How would you compare and contrast human resource audit and company's strategic plan? What is the relationship between human resource audit and company's strategic plan? List **TWO (2)** examples in the scope for HR audit.

(8 marks)

- b) Briefly explain **TWO (2)** reasons for appraising subordinates' performance. Why is appraisal interview important?

(7 marks)

- c) Tables below show the paired comparison for Ali, Benny, Chong, Dinish, and Eng's scores for their traits in 'Quality of work' and 'Creativity'.

- (i) Re-draw the tables below and calculate the traits scores for each employee without using a calculator.

(6 marks)

- (ii) Identify which employee deserves better pay rise than others and state the reason why he deserves it.

(2 marks)

- (iii) Identify which employees are having the same total scores and how you would determine their pay rise.

(2 marks)

Quality of Work

	Ali	Benny	Chong	Dinish	Eng
Ali		3	4	2	3
Benny	1		1	3	1
Chong	5	1		3	1
Dinish	2	4	3		3
Eng	3	4	2	1	

Creativity

	Ali	Benny	Chong	Dinish	Eng
Ali		5	3	1	3
Benny	4		4	4	1
Chong	2	1		1	1
Dinish	2	5	2		3
Eng	3	4	1	1	

**Total: 25 marks****Continued...**

**QUESTION 2**

- a) Sales compensations often depend on straight commission plan and combination plan. Describe each plan with an example. (10 marks)
- b) As a senior HR manager, you are asked to advise the marketing manager on how to conduct the training needs analysis for his department. Illustrate how you would conduct the following types of analyses:
- (i) Strategic training needs analysis
  - (ii) Current training needs analysis
  - (iii) Performance analysis
- (15 marks)

**Total: 25 marks**

**QUESTION 3**

- a) How would you compare and contrast unstructured and structured sequential interview? Provide an example to explain each method. Justify which method is more objective. (10 marks)
- b) Direct observation and participant diary/logs are two methods of collecting job analysis information in a manufacturing industry. Illustrate these **TWO (2)** methods and indicate in which department the analyst is likely to adopt the methods. (8 marks)
- c) How would you use the job application forms to predict job performance? Select **TWO (2)** indicators in the forms which can be the predictors and justify your selection. If the employment law limits age disclosure in the application forms, how would you then obtain this information? (7 marks)

**Total: 25 marks**

**Continued...**

**QUESTION 4**

- a) Designing international staffing policy requires HR Manager's considerations on top executives' values that are classified as ethnocentric, polycentric, and geocentric. How would you explain these values? What are the underlying themes for these **THREE (3)** values?

(18 marks)

- b) What is job specification? What facts are required when you write job specifications for trained and untrained personnel?

(7 marks)

**Total: 25 marks**

**QUESTION 5**

- a) The selection of candidates is becoming more challenging and competitive. Large corporations use management assessment centres to assess potential talent candidates. Some assessments may take 2 to 3 days of simulation in which 10 to 12 candidates perform realistic management tasks. How would you show your understanding of the **FIVE (5)** tasks used in this assessment?

(12 marks)

- b) Downsizing is unavoidable during an economic downturn. It means reducing the number of people employed by the firm for the purposes of costs cutting and improving productivity. Explain the **FIVE (5)** main precautions required for a downsizing exercise.

(10 marks)

- c) What is the aim of using strategic map? Provide **ONE (1)** example of HR strategy that is linked to the strategic map.

(3 marks)

**Total: 25 marks**

**End of Page**